

AGENDA

Tuesday, March 6

- 7:00 am – 8:30 am** **REGISTRATION - Joint Labor Management**
- 7:30 am** **Early Morning Refreshments for Workshop Participants**
- 8:30 am- 11:00 am** **Morning Plenary (*Spirit of Pittsburgh Ballroom - Convention Center*)**

Mike Wright

*Director, Health, Safety & Environment Department
United Steelworkers*

Remembering USW/CWA Fatalities

Allan McDougall

*Coordinator, Emergency Response Team (ERT)
United Steelworkers*

Leo Gerard

*International President
United Steelworkers*

Nancy Hutchison

*Secretary-Treasurer
Ontario Federation of Labor*

Awards

Announcements

- 11:00 am – 12:30** **LUNCH (on your own)**

12:00 pm – 5:00 pm MEETING: USW local unions from Department of Energy (DOE) council
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- 12:30 pm – 2:30 pm** **Session A Workshops**

Session A Workshops Available 12:30 pm - 2:30 pm

Beyond Trauma

Chemicals and Our Health: Learning About the Problem and Designing the Solution

Developing Effective Violence Prevention Programs

Extreme Temperature Environments — How to Deal with the Heat (and the Cold too!)

Hazard Mapping (Identifying Your Hazards: Part 1 of this Course) — Continued in Session B

Hazards in Railroad Operations — What Science Tells Us

Health and Safety Risks of Nanotechnology

Hierarchy of Controls . . . Then PPE

Identifying Occupational Health Hazards and Protecting Workers' Health

Introduction to Ergonomics: How to Fit the Job to the Worker and Prevent Aches and Pains

Introduction to OSHA

MSHA: 101 — Continued in Session B

Near-miss Investigation and Prevention

NFPA 70E, OSHA and You — The 2012 Era

Normalization of Deviation

Overview of Triangle of Prevention (TOP) Program

Popular Education Approaches and Techniques

Process Safety Management (PSM) Standard Requirements — Continued in Session B

Safe Patient Handling

Tuesday, March 6

Session A Workshops continued

Safety Systems Failures

Secrets to Effective Machine Safeguarding

Six Dangerous Myths that Destroy Health and Safety Programs

Using Injury/Illness Recordkeeping Information to Improve Your Workplace

USW New Worker Awareness Program

What's in a Name or Understanding MSDS Information

2:30 pm – 3:00 pm Break

3:00 pm – 5:00 pm MEETING: USW District Health & Safety Coordinator Staff and
USW HSE, USW TMC Staff

3:00 pm – 5:00 pm **Session B Workshops**

Session B Workshops Available

3:00 pm - 5:00 pm

Don't Let Low Incident Rates Fool You — Building a Measurements System that Reflects Reality

Egress and Flammable Material

Emergency Response: When to Assist and When to Run

Ergonomics in Action: Learning from Our Experiences

Hazard Mapping (Fixing Your Hazards: Part 2) — Continued from Session A

Hazards in Railroad Operations — What Science Tells Us

Health and Safety Risks of Nanotechnology

Identifying Occupational Health Hazards and Protecting Workers' Health

Tuesday, March 6

Session B Workshops continued

MSHA – 101 – Continued from Session A

Near-miss Investigation and Prevention

NFPA 70E, OSHA and You — The 2012 Era

NIOSH and The Role of PPE for the Worker

Overview of Triangle of Prevention (TOP) Program

Process Safety Management (PSM) Standard Requirements — Continued from Session A

USW New Worker Awareness Program

What's in a Name or Understanding MSDS Information

Workplace Diversity: Overcoming Cultural and Language Barriers in Safety and Health Programs

Workplace Health and Safety Inspections — Are We Finding the Most Serious Hazards?

5:30 pm MEETING: Chemical industry sector union only caucus

5:30 pm MEETING: USW local unions from Gerdau council caucus

5:30 pm MEETING: USW local unions from Bridgestone council caucus

5:30 pm MEETING: USW local unions from Alcoa council caucus

5:30 pm MEETING: Goodyear-USW joint labor-management meeting

5:30 pm MEETING: Paper industry sector union only caucus

AGENDA

Wednesday, March 7

7:30 am **Early Morning Refreshments for Workshop Participants**

8:30 am -11:00 am **Morning Plenary (*Spirit of Pittsburgh Ballroom - Convention Center*)**

Mike Wright

*Director, Health, Safety & Environment Department
United Steelworkers*

Ken Neumann

*Director, Canadian National Office
United Steelworkers*

David Michaels

*Assistant Secretary of Labor for
Occupational Safety & Health (OSHA)*

Joe Main

*Assistant Secretary of Labor for
Mine Safety and Health Administration (MSHA)*

Rafael Moure-Eraso

*Chairman
US Chemical Safety and Hazard Investigation Board (CSB)*

Announcements

11:00 am – 12:30 pm **LUNCH (on your own)**

11:45 am – 12:30 pm **Union Activist Action - Mic Check & Educational Rally**
(meet in Westin lobby for March and action in Market Square)

12:00 pm – 5:00 pm MEETING: DOE-USW joint meeting

12:30 pm – 2:30 pm **Session C Workshops**

Session C Workshops Available 12:30 pm - 2:30 pm

1910.269: Electrical Safe Work Practices for Power Generation, Transmission and Distribution — Continued in Session D

Beyond Trauma

Cause and Effect, Root Cause Analysis

Combustible Dust Prevention Programs

Confined Space Hazards and Preparedness

Emergency Response: When to Assist and When to Run

Extreme Temperature Environments — How to Deal with the Heat (and the Cold too!)

Global Sweatshops and Safety

Hazard Assessment — Comparison (UNITE and USW)

Hazard Mapping (Identifying Your Hazards) — Continued in Session D

Hazards In Railroad Operations — What Science Tells Us

Injury and Illness Prevention Program

Medical and Injury Emergencies (Heart Saver First Aid Course)

MSHA: 102 — Continued in Session D

New Media Bootcamp: Tweeting, Texting, Facebooking and More

Normalization of Deviation

Overview of Triangle of Prevention (TOP) Program

Preventing Disasters: Using Environmental Protection Agency Information and Rights to Protect Workers, Communities and Jobs

Safety and Health Programs

Safety Systems Failures

Transformation of Ineffective Behavior-based Safety Programs

USW New Worker Awareness Program

Viewing Ergonomics Through Systems of Safety

Agenda

Wednesday, March 7 (continued)

2:30 pm – 3:00 pm Break

3:00 pm – 5:00 pm **Session D Workshops**

Session D Workshops Available

3:00 pm - 5:00 pm

1910.269: Electrical Safe Work Practices for Power Generation, Transmission and Distribution — Continued from Session C

Beyond Trauma

Chemicals and Our Health: Learning about the Problem and Designing the Solution

Combustible Dust Prevention Programs

Emergency Response: When to Assist and When to Run

Extended Hours of Work

Global Sweatshops and Safety

Hazard Communication and Access to Records and Bloodborne Pathogens

Hazard Mapping (Fixing Your Hazards) — Continued from Session C

Health and Safety and Hours of Work (Canadian Provincial Requirements) (Bilingual French)

Heart Saver CPR and AED for Adults and Children

Hierarchy of Controls . . . Then PPE

Industrial Hygiene for Dummies (and Genius's too!)

Injury and Illness Prevention Program

Leading Performance Indicators

Lockout/Tagout — Was it done right? Was every step done?

Wednesday, March 7

Session D Workshops continued

MSHA: 102 — Continued from Session C

New Media Bootcamp: Tweeting, Texting, Facebooking and More

Normalization of Deviation

Secrets of Effective Machine Safeguarding

Six Dangerous Myths that Destroy Health and Safety Programs

5:30 pm MEETING: Bridgestone-USW joint labor-management meeting

5:30 pm MEETING: Friends of Bill W.

5:30 pm MEETING: USW District 4 union conference participant's caucus

6:00 pm MEETING: Arcelor Mittal – USW joint labor-management meeting

AGENDA

Thursday, March 8

7:30 am **Early Morning Refreshments for Workshop Participants**

8:00 am – 5:00 pm	MEETING: Allegheny Ludlum-USW joint labor-management
9:00 am – 5:00 pm	MEETING: USW Triangle of Prevention Program (TOP) sites

8:30 am- 11:00am **Morning Plenary (*Spirit of Pittsburgh Ballroom - Convention Center*)**

Bud Hudspith
Health & Safety Advisor
Unite the Union

John Howard
Director
National Institute for Occupational Safety and Health (NIOSH)

Mike Wright
Director, Health, Safety & Environment Department
United Steelworkers

11:00 pm – 12:30 pm **LUNCH (on your own)**

12:30 pm – 2:30 pm **Session E Workshops**

Session E Workshops Available **12:30 pm - 2:30 pm**

Cause and Effect, Root Cause Analysis

Confined Space Hazards and Preparedness

Developing Effective Violence Prevention Programs

Don't Let Low Incident Rates Fool You — Building a Measurements System that Reflect Reality

Extended Hours of Work

Hazards — Slip, Trip, Fall — Fall Protection

Hearing Conservation and New Technology

Thursday, March 8

Session E Workshops continued

Hierarchy of Controls . . . Then PPE

High Voltage

Incident Investigation — Continued in Session F

Injury and Illness Prevention Program

Introduction to OSHA

Lockout/Tagout — Was it done right? Was every step done?

New Technology: Respiratory Protection

UNION ONLY WORKSHOP - Occupy Wall Street — What Is It Really All About?

Preventing Workplace Disasters — Learning Lessons from Upper Big Branch Mine Disaster

Safety Systems Failures

UNION ONLY Workshop for USW Full-time Health and Safety Reps.

World Trade Center Health Effects — 10 Years Later

2:30 pm – 3:00 pm

Break

3:00 pm – 5:00 pm

Session F Workshops

Session F Workshops Available 3:00 pm - 5:00 pm

Advanced Hazard Mapping: Domtar (Ashdown)

Cause and Effect, Root Cause Analysis

Confined Space Hazards and Preparedness

Developing Effective Violence Prevention Programs

Egress and Flammable Material

Ergonomics in an Oil Refinery: A Case Study

Extreme Temperature Environments — How to Deal with the Heat (and the Cold too!)

Thursday, March 8

Session F Workshops continued

Health and Safety and Hours of Work (Canadian Provincial Requirements)(Bilingual French)

Hearing Conservation and New Technology

High Voltage

Incident Investigation — Continued from Session E

Leading Performance Indicators

Near-miss Investigation and Prevention

New Technology: Respiratory Protection

UNION ONLY WORKSHOP - Occupy Wall Street — What Is It Really All About?

Preventing Workplace Disasters — Learning Lessons from Upper Big Branch Mine Disaster

Respiratory Protection

Secrets to Effective Machine Safeguarding

UNION ONLY Workshop for USW Full-time Health and Safety Reps.

Workplace Health and Safety Inspections — Are We Finding the Most Serious Hazards?

World Trade Center Health Effects — 10 Years Later

5:30 pm MEETING: USW Emergency Response Team district coordinators

5:30 pm MEETING: Gerdau-USW joint labor-management meeting

5:30 pm MEETING: Oil industry sector union only caucus

6:30 pm Conference Movie Screening – Semper Fi: Always Faithful

Marine Corps Master Sergeant Jerry Ensminger was a devoted Marine, indoctrinating thousands of new recruits in his role as drill instructor. When Jerry's nine-year-old daughter dies of a rare type of leukemia, the grief-stricken father begins a relentless search for answers which leads to the shocking discovery exposing one of the largest water contamination sites in U.S. history. Living by the Marine creed, Jerry is forced to put his sorrow aside and fight for justice on behalf of his fellow soldiers and family.

AGENDA

Friday, March 9

7:30 am

Early Morning Refreshments for Workshop Participants

8:00 am – 2:00 pm MEETING: TMC Advisory Committee

9:00 am – 2:00 pm MEETING: Triangle of Prevention (TOP)

8:00 am – 10:00 am

Session G Workshops

Session G Workshops Available 8:00 am - 10:00 am

Cause and Effect, Root Cause Analysis

Emergency Response: When to Assist — When to Run

Hazard Communication and Access to Records and Bloodborne Pathogens

Hazard Mapping (Identifying Your Hazards: Part 1 of this Course) — Continued in Session H

Lockout/Tagout — Was it Done Right? Was Every Step Done?

Material Handling and Powered Industrial Vehicles

Near-miss Investigation and Prevention

Safety and Health Programs

Safety Systems Failures

Transformation of Ineffective Behavior-based Safety Programs

10:00 am – 10:15 am

Break

10:15 am – 12:15 pm

Session H Workshops

Session H Workshops Available 10:15 am - 12:15 pm

Cause and Effect, Root Cause Analysis

Emergency Response: When to Assist- When to Run

Hazard Communication and Access to Records and Bloodborne Pathogens

Hazard Mapping (Fixing Your Hazards) — Continued from Session G

Lockout/Tagout — Was it Done Right? Was Every Step Done?

Material Handling and Power Industrial Vehicles

Near-miss Investigation and Prevention

Safety and Health Programs

Safety Systems Failures



WORKSHOP DESCRIPTIONS

1910.269: Electrical Safe Work Practices for Power Generation, Transmission and Distribution: This workshop will provide an overview of OSHA's 1910.269 regulations and its relationship to the NESC and NFPA 70E. Electrical safe work practices will be discussed for those that work with power generation, transmission and distribution, both in utilities and the private sector.

Advanced Hazard Mapping: Domtar (Ashdown): Steps used in building a Hazard Mapping organization from the ground up to finished product that can be used plant-wide to eliminate and mediate hazard exposure to our brothers and sisters.

Beyond Trauma: This workshop discusses Post-Traumatic Stress Disorder (PTSD) and psychological responses to trauma in the context of work-related injury, fatality and disaster response.

Cause and Effect, Root Cause Analysis: I think I can gather the facts in an investigation and, most of the time, I can figure out some of the root causes, but it is not always easy to show someone how I got there. OK, so maybe sometimes I may miss a root cause or two. Join us in a workshop that allows participants to first learn a method for organizing facts that lead to root causes and then practice with facts from investigations. This Logic Tree Tool is an important one to have in your Health and Safety tool box.

Chemicals and Our Health: Learning about the Problem and Designing the Solution: Chemicals are in every workplace and in almost all parts of our lives. In most of our workplaces we have greatly reduced the amount of exposure to many chemicals. Generally speaking, the amount of chemical exposure is less, but the number of chemicals has sometimes increased and low levels of exposure remain at work. Participants of this workshop will review chemical exposure and the effects that these exposures have on us. Participants will also discuss possible positive solutions to address these exposures

Combustible Dust Prevention Programs: In January 2012 The U.S. Chemical Safety Board released its final report on three accidents that occurred in 2011 at a powdered metals plant in Tennessee. Flash fires and an explosion killed a total of five workers and injured three others. Combustible dust hazards affect many workplaces across North America. This workshop will explore key findings from the CSB investigations of major related incidents and review the recommendations made to prevent these from happening in the future.

WORKSHOP DESCRIPTIONS (continued)

Confined Space Hazards and Preparedness: Understanding the characteristics of a confined space, how to determine what a Permit-required Confined Space (PRCS) is and how to monitor and control the associated hazards.

Developing Effective Violence Prevention Programs: This workshop will review the different types of violence that happen in today's workplaces, what employers should do to prevent and reduce conditions that contribute to workplace violence and union strategies for preventing and addressing violence on the job. Specific tools such as inspections, identifying risk factors for violence, the use of committees, analyzing incident and injury data, conducting surveys, organizing focus groups, reviewing current policies and practices, as well as best-practices and other tools and strategies will be explored.

Don't Let Low Incident Rates Fool You — Building a Measurements System That Reflect Reality: OSHA incidents rates at best are trailing indicators subject to significant variation based on interpretation of guidelines and at worst misleading barriers to improvement. Learn how to select effective measures that more accurately reflect the status of the health and safety system and its elements and drive improvement.

Egress and Flammable Materials: This workshop will allow you to become more familiar with the different types of fire extinguishers and how to use them. It will present the requirements essential to providing a safe means of escape from fire and similar emergencies. You will have the opportunity to learn to recognize multiple root causes of explosions and fires and to eliminate or reduce hazards based on Systems of Safety. You will then put this knowledge to use in examining (through video and Powerpoint) major fire and explosion incidents and identifying root causes and changes brought about by these incidents.

Emergency Response — When to Assist and When to Run: What if you did see someone in trouble? Is he breathing? Should I go closer? Are there fumes in the air? I don't smell anything, but he has a respirator on . . . or is it half off? He'll be dead by the time I get back with help! What do I do? Did you ever wonder about a situation similar to this or is there the potential for a situation like this in your workplace? If so, this workshop is for you.

Ergonomics in Action: Learning from Our Experiences: This workshop is meant for those who know basic principles of ergonomics and have tried to put ergonomics programs in place at their workplaces. You will 1) share information about successful joint labor/management ergonomics programs, 2) learn about pitfalls to avoid, 3) get some practice applying control measures to solve case examples, 4) review labor/management roles in sustaining comprehensive ergonomics programs.

WORKSHOP DESCRIPTIONS (continued)

Ergonomics in an Oil Refinery: A Case Study: Ergonomic hazards exist in virtually all workplaces. This workshop will closely examine a case study of ergonomic hazard identification and correction in an oil refinery. Participants will be provided opportunity to discuss the hazards, their resulting effects on workers and controls to correct these hazards.

Extended Hours of Work: Hours of work continues to be one of the most prevalent concerns of workers in many workplaces. This workshop will review some of the extensive information available on this concern and discuss solutions to address the health and safety impact that hours of work places on workers.

Extreme Temperature Environments — How to Deal with the Heat (and the Cold Too!): Workplace exposure to extreme temperature environments (hot and cold) can lead to serious illness and work-related deaths. Approximately 300 people die each year from heat-related illnesses, and at least 30 of those are confirmed to be work-related. Occupational heat exposure has long been recognized as a serious problem. OSHA initiated an outreach program on heat stress in 2011. Come hear what the buzz is about and learn how you can prepare and protect against the dangers of heat exposure. We will also discuss some aspects of dealing with cold environments.

Global Sweatshops and Safety: The Institute for Global Labour and Human Rights is dedicated to the promotion and defense of internationally-recognized worker rights in the global economy. Charles Kernaghan, the Executive Director of the Institute, will provide an overview of the Institute's work and their experiences with worker health and safety around the world. Participants will learn how these workplace conditions effect workers, their families and their communities.

Hazard Assessment — Comparison (UNITE and USW): To do a "risk assessment," you need to understand what, in your business, might cause harm to people and decide whether you are doing enough to prevent that harm. Once you have decided that, you need to identify and prioritize putting into place, appropriate and sensible control measures.

Hazard Communication and Access to Records and Bloodborne Pathogens: What are your rights under the Hazard Communication Standard 1910.1200? What are your protections from chemical hazards? Understand the resources you can use to identify these hazards. Recognize the hazards of occupational exposure to blood, and/or other potentially infectious materials.

Hazard Mapping (Fixing Your Hazards) Part 2 of the course: Fixing Your Hazards is about fixing the hazards identified by your map in the most effective ways. Hear testimonies of how Hazard Mapping changed workplaces. **Be sure to attend both sessions — in order.**

WORKSHOP DESCRIPTIONS (continued)

Hazard Mapping (Identifying Your Hazard): What hazards can be identified when workers with the knowledge of the workplace combine their experience and skills to create a special kind of map? In this session participants will learn to use a valuable tool, Hazard Mapping, to identify hazards in a new and exciting way. This workshop will be led by experienced Hazard Mapping Trainers who have used this tool to change their workplace. **This module addresses making the Hazard Map.**

Hazards — Slip, Trip, Fall — Fall Protection: Subpart “D” 1910.21 – 1910.30 Fall Protection. This course is designed to help participants identify some of the general OSHA requirements of Subpart “D.” The course will cover OSHA regulation of stairways, ladders, protective devices and safe work practices on scaffolds. Given various scenarios/diagrams and the regulations, participants will identify OSHA violations.

Hazards in Railroad Operations — What Science Tells Us: Over the past 30 years, scientific research has taught us much about industrial safety, hazard analysis and human factors engineering. Yet all too often, we fail to take advantage of that knowledge when crafting safety rules and procedures; relying instead on “past practices” and outmoded ideas. This course examines the primary hazards encountered in plant railroad operations and scientific research into their causes so that effective safety measures can be developed. Topics include train handling, riding on rail cars, switching operations and crossing safety.

Health and Safety and Hours of Work (Canadian Provincial Requirements)(Bilingual French): Hours of work continues to be one of the most prevalent concerns of workers in many workplaces. This workshop (provided simultaneously in English and French) will review existing concerns and solutions to address the health and safety impact that hours of work places on workers across North America.

Health and Safety Risks of Nanotechnology: This workshop will provide an introduction to what workers need to know about nanotechnology and what we know about the risk they pose and the effectiveness of controls. Current regulatory efforts will be presented as well.

Hearing Conservation and New Technology: Noise and its effects on our health and safety has long been a concern in many workplaces. While noise hazards often remain in place for years in our workplaces, the means to address this hazard has greatly improved in recent years. This workshop will focus on new technology available in hearing conservation.

WORKSHOP DESCRIPTIONS (continued)

Heart Saver CPR and AED for Adults and Children: American Heart Association Course.

Hierarchy of Controls . . . Then PPE: What must the employer do to protect the workers from hazards in the workplace before using Personal Protective Equipment? What are the basics involved in the selection, use, limitations and dangers of Chemical Protective Clothing (CPC)? What are the effects of occupational noise exposure and how are they addressed by the OSHA Noise Standard? Join us and work through scenarios and situations to determine correct PPE and actions necessary for noise control.

High Voltage: This workshop covers safety standards, including OSHA, NFPA 70 and NFPA 70E (Electrical Safety Requirements for Employee Workplace). Methods to reduce the ARC Fault Hazard potential to employees will be presented. Discussion topics include: Arc basics, safe working distances, protective equipment, exposure time/fault current and guarding against live parts.

Identifying Occupational Health Hazards and Protecting Workers' Health: Workers across all sectors of the economy are confronted by health hazards on the job that can affect them immediately, or for years to come. This workshop will help participants explore a variety of tools for identifying and evaluating hazards that cause or contribute to occupational disease.

Incident Investigation: This is a two-part workshop you don't want to miss. In the first two-hour section, you will practice looking at a situation in which it would be easy to establish blame and move on. However, you will see how a team of management and workers identified real problems. You are a part of organizing facts and identifying root causes. In the second two-hour section, you are part of an investigation team that gathers facts from an incident, actually interviews a worker and an engineer who can share important facts if you can use your interview skills wisely and then use those facts to make important fixes. This new 4-hour workshop gives you a flavor of what a 24-hour incident investigation class could mean to your workplace.

Industrial Hygiene for Dummies (and Genius's Too!): Work can be hard, challenging and exhausting. Been there and done that! But it shouldn't have to be unhealthy or even deadly. There are lots of ways to clean up workplaces and control or reduce health hazards like deadly dust (silica, paper), poison fumes (chromium, lead) or toxic smoke (welding, decomposition products). Workplace health hazards can be controlled; so come to this lively discussion to learn about tools for cleaning up the workplace

WORKSHOP DESCRIPTIONS (continued)

Injury and Illness Prevention Program: A concise injury and illness prevention program is vital to effective workplace safety and health management. This workshop will provide examples from California and its state's OSHA-required program that demonstrate the positive effect of these programs. Workshop participants will discuss the program and its elements and understand how existing workplace programs, policies and practices fit into a documented program.

Introduction to Ergonomics: How to Fit the Job to the Worker and Prevent Aches and Pains: Every year, hundreds of thousands of workers suffer back, neck, shoulder, arm and hand injuries from lifting, repetitive motion and other workplace stresses and strains. In this workshop, you will learn how to 1) identify warning signs and symptoms of these injuries and how they can lead to serious, chronic health problems, 2) evaluate risk factors and causes of these injuries, 3) find out what it takes to control them effectively and 4) plan a comprehensive ergonomics program.

Introduction to OSHA: A new two-hour training component emphasizing workers' rights. It is required content in every 10- and 30-hour OSHA Construction, General Industry and Maritime Outreach course. OSHA developed the component in support of the Secretary of Labor's goal of strengthening the voice of workers on the job. The module focuses on the importance of workers' rights, employer responsibilities and how to file a complaint. It also includes helpful worker safety and health resources. It covers whistleblower rights, filing a complaint, a worker's right to refuse to work because of dangerous conditions and provides samples of a weekly fatality and catastrophe report, material data safety sheet and the OSHA Log of Work-Related Injuries and Illnesses.

Leading Performance Indicators: As a result of the U.S. Chemical Safety Board investigations, the CSB has recommended that leading performance indicators be developed for process safety in refining and petrochemical industries; however, leading indicators are a key component for successful safety systems in any workplace. This workshop will explore the CSB recommendations and current practices from various workplaces. Participants will be encouraged to engage in discussion about integrating leading indicators in their workplaces.

Lockout/Tagout: Was It Done Right? Was Every Step Done? This session will cover the hazards and control methods related to hazardous energy in the workplace operations. We will cover the requirements in the OSHA Standard CFR 147 and discuss its application. We will also cover some case studies to see how these procedures apply in various operations. The connection between lockout and other control methods will be covered. We will explore why lockout operations are often not performed and how we can improve our programs to reduce this deadly hazard from injuring workers.

WORKSHOP DESCRIPTIONS (continued)

Material Handling and Powered Industrial Vehicles: In this workshop we will look at various kinds of devices used in material handling and possible defects and flaws. One focus will be on the tragic results of failures in material handling and powered vehicles. What failed and what can be done to make sure this doesn't happen again?

Medical and Injury Emergencies (Heart Saver First Aid Course): Every workplace should have an effective system to provide medical response for emergency situations. This workshop will provide an introduction to the American Heart Association training course that is available in most communities. American Heart Association Course.

MSHA 101: Intro to MSHA Web, Parts 46 and 48, Mine Act Title, Miners Rights

MSHA 102: Mandatory Standards, CFR 30, Workplace Examinations, Rules to Live By, Hazcom Overview

Near-Miss Investigation and Prevention: When we do Incident Investigations where an injury occurs, we are reacting to an incident that has already happened and trying to determine what happened and how we can fix the problem so that it doesn't happen again. This is always a good idea and should be done in most, if not all, cases. When we investigate near-misses where no one is injured, or in other words near-miss actions, we step back one level and try to fix the identified problem before it becomes an incident that causes injury. This module steps back even further to identify near-miss conditions. These are hazards that exist in the workplace that can and will cause a near-miss action or an incident. By investigating these near-miss conditions, we confront the potential incident in its infancy leading to prevention.

New Media Boot Camp: Tweeting, Texting, Facebooking and More: What good is great information if you can't share it in an effective way? Don't let Twitter, Facebook, the Web or other new media technology intimidate you. With a little bit of training and practice, these communications tools are effective, engaging and fun. Join the USW New Media team to learn the basics and get tips on best practices, how not to get into trouble and how to reach a whole new audience

New Technology: Respiratory Protection: Workers in many workplaces experience exposure to airborne contaminants that require the use of respirators to control the exposure. While respirators are not the preferred means to control these hazards, they are often a needed and necessary part of required Personal Protective Equipment to provide a safe and healthy workplace. This workshop will focus on new technology available in respiratory protection and other Personal Protective Equipment.

WORKSHOP DESCRIPTIONS (continued)

NFPA 70E, OSHA and You — The 2012 Era: This workshop will take a look at the NFPA 70E Standard for Electrical Safety in the Workplace, the changes in the latest 2012 edition and how you can comply. This overview is designed for electrical and maintenance personnel, managers and safety professionals to gain insight into the requirements of this important electrical standard.

NIOSH and the Role of PPE for the Worker: The National Institute for Occupational Safety and Health (NIOSH) provides research and evaluation of health and safety processes and equipment. This workshop will explore when and how to properly utilize Personal Protective Equipment (PPE) in a workplace from the NIOSH vantage point. Although PPE is not the best control of a hazard, it is often necessary in our workplaces (at least until other controls are developed and implemented). Participants will be afforded time to discuss questions and concerns from their workplace with the NIOSH staff/facilitators.

Normalization of Deviation: The purpose of this workshop is to recognize that the practice of accepting workplace deviations and their danger leads to incidents and accidents. Workers have to understand the need to stop work when faced with deviations. Maintaining effective Systems of Safety in the face of ongoing deviations is necessary for a safe and healthy workplace.

UNION ONLY - Occupy Wall Street — The Occupy Movement has changed the conversation about wealth and inequality in the US and Canada. In this workshop, we will look at the Occupy Movement, what it has accomplished, where it is going and what this means for unions. We will discuss the connection between the Occupy Movement and our health and safety movement. Are there lessons to be learned? Are there ways that the activism of the Occupy Movement can help guide us as we work to build a stronger health and safety movement in our two countries and around the world?

Overview of Triangle of Prevention (TOP) Program: Introduction to USW's Triangle of Prevention Program. The elements of the USW Triangle of Prevention Program will be explained. This presentation will explain the history and accomplishments of the Program.

WORKSHOP DESCRIPTIONS (continued)

Popular Education Approaches and Techniques: OSH training has traditionally relied on lectures and written material. Thankfully, the field of OSH training has developed a wide range of creative, more engaging methods over the years. Many of these methods are guided by the principles of "popular education," an approach that emphasizes active roles of training participants in analyzing problems and developing practical solutions. These methods have been demonstrated to be not only more engaging, but also more effective. This workshop will present an overview of popular education techniques including small group activities, risk mapping, body mapping, role plays, games and other methods. In this workshop, you will learn how to make training not only more effective, but also more fun!

Preventing Disasters: Using Environmental Protection Agency Information and Rights to Protect Workers, Communities and Jobs: The difference between a chemical release and a disaster is sometimes just a difference in perception. Regardless of what it is called, these situations can be devastating for worker safety and a workplace. Workers and joint safety committees can play an important role in the prevention of releases and the clean-up if one occurs. This workshop will explore the objectives of maintaining a safe workplace and keeping jobs.

Preventing Workplace Disasters — Learning Lessons from Upper Big Branch Mine Disaster: The Upper Big Branch mine disaster, in April, 2010, was the worst US mining disaster in 40 years. Investigators identified several engineering and technical problems that led to the death of 29 workers; but as revealing were the management and work organization factors that caused the disaster. Participants will use excerpts from witness testimony to identify such factors, discuss similarities and differences with situations in their own workplaces and suggest ways to rectify them.

Process Safety Management (PSM) Standard Requirements: Process Safety Management (PSM) is a vital part of an overall health and safety management system in many workplaces. This workshop provides a forum for discussion with the facilitators and other participants about PSM best practices. Participants will discuss specific requirements, pitfalls and successes.

Respiratory Protection: Respirators are one type of Personal Protective Equipment found in our workplaces. Before respirators are used, there must be a respiratory protection program in place. This workshop will discuss when and why respirators are to be used and what to look for in any respiratory protection program.

Safe Patient Handling: The moving and lifting of patients by healthcare personnel is a significant cause of injury. This workshop is intended to educate workers and managers on the severity of the problem, how injuries occur, risk factors associated with unsafe lifting and recommendations to protect workers

WORKSHOP DESCRIPTIONS (continued)

Safety and Health Programs: What are the elements of an effective Safety and Health Program and what benefits will we receive from one? What are the best methods to identify, control and prevent hazards in the workplace? This workshop will discuss how we go about constructing this program

Secrets to Effective Machine Safeguarding: This workshop will cover the proper use, selection and limitations of each major safeguarding device. Participants will learn the secrets to designing safeguarding systems that are effective, don't make the job more difficult and are unlikely to be defeated. Finally, participants will practice safeguarding a machine system applying the concepts covered during the class.

Six Dangerous Myths that Destroy Health and Safety Programs: Outdated folklore concepts that undermine programs: (1) Reducing minor injuries will reduce serious injuries; (2) Most injuries and illnesses are the result of unsafe acts; (3) Health and safety is nothing more than common sense; (4) Traditional inspection and incident investigations will uncover most hazards; (5) Safety committees are the best way to implement health and safety programs; and, (6) Giving workers the right to refuse unsafe work will prevent most injuries. Come to the workshop and learn what research and experience has taught us about these concepts.

Safety Systems Failures: In this workshop we look (through video) at two major incidents. We then look at each of these incidents through a Systems of Safety view and determine failures and what real fixes should have been made. We then compare our findings with investigations done after these incidents

Transformation of Ineffective Behavior-based Safety Programs: Learn how to replace wasteful behavior-based safety programs that emphasize surface observations with hazard identification and controls measures that are proven to produce results and maximize an organization's potential. If your organization conducts observations and inspections and continues to experience serious injuries and illnesses, this workshop is for you. Don't let gimmicks and fads distract you. The foundation of effective safety and health management systems is management commitment and employee participation.

UNION ONLY Workshop for USW Full-time Health and Safety Reps: In July, 2011, the USW piloted a new 3 1/2-day course for 23 USW Full-time Health and Safety Committee Chairs and Reps. This workshop will showcase several highlights from that course and serve as a forum for Full-time Reps. to discuss successes, as well as challenges, and learn and share ideas for resources and strategies

WORKSHOP DESCRIPTIONS (continued)

Using Injury/Illness Recordkeeping Information to Improve Your Workplace: This workshop will cover the basic requirements of OSHA's Injury and Illness Recordkeeping Rule and how information from the OSHA 300 Log can be used to improve conditions in your workplace

USW New Worker Awareness Program: This workshop provides an introduction to new and young workers to their rights and responsibilities in workplace health and safety. This program has been developed and delivered in many workplaces and school settings across Canada by the USW and other unions. Participants will gain an understanding of how to better address the needs of new and younger workers in our workplaces.

Viewing Ergonomics Through Systems of Safety: This course allows participants to identify ergonomic hazards and potential repetitive stress injuries at their workplace using Hazard Mapping as a tool. Participants then use Systems of Safety to make recommendations to eliminate or reduce the effects of these hazards.

What's In a Name or Understanding MSDS Information: OSHA's Hazard Communication Standard is 27+ years old and we are still trying to understand the acronyms or alphabet soup. We need to understand the acronyms and what they mean as well as how they affect our bodies in the workplace. After all, the Hazard Communication Standard gives us three basic rights: Labels, MSDSs and Training!

Workplace Diversity: Overcoming Cultural and Language Barriers in Safety and Health Programs: As our workforce becomes more diverse, we find that cultural and language issues can prevent some workers from becoming fully involved in workplace safety and health programs. Literacy issues, language barriers and different cultural concepts of health and safety all combine to create challenges for safety and health programs with diverse groups of workers. This workshop will discuss some of these challenges to engaging immigrant workers in safety and health programs, as well as strategies for bridging these divides, to ensure safe and healthy conditions for all.

Workplace Health and Safety Inspections — Are We Finding the Most Serious Hazards?: Inspections are a powerful tool to practice health and safety prevention. But most hazards that injure workers do not have red flags on them and often occur at times other than scheduled inspections. This session will cover the key elements of performing workplace inspections and how they can be a part of a complete health and safety program. We will discuss routine, as well as critical, incident inspections. Come and learn about inspection tools for an effective process, as well as the limitations to inspections. Some of the tools include checklists, injury and illness reporting and other necessary information. Discussion and photos of common hazards will assist beginners and experienced health and safety activists.

WORKSHOP DESCRIPTIONS (continued)

World Trade Center Health Effects — 10 Years Later: The tragic and devastating September 11, 2001, attacks on the World Trade Center have resulted in a large occupational health epidemic. Workers involved in the rescue and clean-up are experiencing health problems and illness. Dr. Steven Markowitz has worked diligently since the attacks to provide occupational health support to these workers. This workshop will provide an overview of these events and the effects on workers. This workshop will also relate the World Trade Center situation to occupational health issues and concerns in any workplace.

SPEAKERS

Leo W. Gerard

International President, United Steelworkers

United Steelworkers International President Leo W. Gerard has strengthened workers' bargaining leverage by forging strategic alliances with unions across the globe, and advanced the USW's historic leadership in the Blue Green Alliance and the Apollo Alliance — coalitions that are committed to protecting the health, safety, and environment of workers, their families and their communities.

Under Gerard's leadership, the USW has also won tariff relief that helped to save the American steel and tire industries, a Workers First law in Canada that gives workers top priority for consideration in corporate bankruptcies; and, with the Canadian National Office and the New Democratic Party, passed the landmark Westray Bill that makes corporations criminally liable when they kill or seriously injure their employees or members of the public.

The union's growth over Gerard's years as president includes mergers with the American Flint Glass Workers, the Industrial, Wood and Allied Workers of Canada (IWA), the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE) and the Brotherhood of Maintenance of Way Employees (Canada). These mergers and the union's continuing commitment to organizing new members have made the United Steelworkers (USW) — officially the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union — the largest and most diverse industrial union in North America and the dominant union in paper, forestry products, steel, aluminum, tire and rubber, mining, glass, chemicals, petroleum and other basic resource industries, in addition to a growing membership of more than 130,000 members in the education and service sector.

John Howard

Director, National Institute for Occupational Safety and Health (NIOSH)

John Howard is the Director of the National Institute for Occupational Safety and Health in the U.S. Department of Health and Human Services in Washington, D.C. Prior to his appointment as Director of NIOSH, Dr. Howard served as Chief of the Division of Occupational Safety and Health in the California Department of Industrial Relations from 1991 through 2002.

Dr. Howard received his Doctor of Medicine from Loyola University of Chicago in 1974, his Master of Public Health from the Harvard School of Public Health in 1982, his Doctor of Law from the University of California at Los Angeles in 1986, and his Master of Law in Administrative Law from the George Washington University in Washington, D.C. in 1987.

Dr. Howard is board-certified in internal medicine and occupational medicine. He is admitted to the practice of medicine and law in the State of California and in the District of Columbia, and he is a member U.S. Supreme Court bar. He has written numerous articles on occupational health law and policy.

Bud Hudspith

Health & Safety Advisor, UNITE

Bud Hudspith is a health and safety advisor with UNITE, the largest union in the United Kingdom, with more than 2 million members in every type of workplace. Bud assists members with a variety of health and safety needs. His background with Amicus the Union provided him with experience in many manufacturing and industrial workplaces. Bud has worked with the USW for years on health and safety related issues that affect our members of UNITE and the USW and with the formation of Workers Uniting, Bud continues his work with the USW's Health, Safety and Environment Department and the Tony Mazzocchi Center.

SPEAKERS (continued)

Nancy Hutchison

Secretary-Treasurer, Ontario Federation of Labour

Nancy Hutchison is the Secretary-Treasurer of the Ontario Federation of Labour, Canada's largest provincial labour federation. Nancy is renowned as a health and safety activist and a trailblazer. She was the first woman ever to be employed at the Campbell Red Lake Gold Mine in 1977 and has never stopped fighting for workers' rights.

Nancy worked in the mining industry in Red Lake Ontario for 19 years, working at both Campbell Red Lake Gold Mine and the Dickenson Gold Mine. She served as an executive member of USW Local 950 in Red Lake and was active in the negotiating committee through numerous rounds of bargaining. In 1995, Nancy became an International Staff Representative with the United Steelworkers and was assigned to locals in Sault Ste. Marie, Ontario. In 1996, she was promoted to the position of Steelworkers Health & Safety Coordinator for District 6 (Ontario & Atlantic Provinces) and in 2011 she was promoted again, this time position of USW Canadian National Health, Safety & Environment Department Leader.

Joseph Main

Assistant Secretary of Labor for Mine Safety and Health

Joseph A. (Joe) Main was nominated by President Barack Obama as Assistant Secretary of Labor for Mine Safety and Health (MSHA) and confirmed by the Senate in October 2009. Mr. Main is an internationally-recognized expert in mine health and safety issues and has extensive experience inspecting and evaluating mining conditions, plans and systems. For more than 40 years, he has worked to improve every aspect of miner health and safety, both in the United States and internationally. Born in Waynesburg PA, Mr. Main is a native of Greene County, PA. He began working at coal mines in 1967 and quickly became an advocate for miner's safety and health. He was hired by the United Mine Workers of America (UMWA) in 1974 to be an Assistant to the International President. In 1976, he joined the Safety Division of the UMWA, serving as Safety Inspector, Administrative Assistant and Deputy Director and then as Administrator for 22 years. In that position, Mr. Main managed the international health and safety program of the UMWA. Before he accepted President Obama's nomination, Mr. Main worked as a mine safety consultant. His recent work focused on research and analysis on prevention of mine accidents and disasters, development of training programs and facilities to prepare miners, rescue teams and emergency responders for mine emergencies and international mine safety issues.

Allan McDougall

Coordinator, Emergency Response Team (ERT) United Steelworkers

Allan has a rich history as a Steelworker. Prior to becoming ERT coordinator, Allan was a member of Local Union 6500 and worked for the International Nickel Mines in Sudbury, Ontario for 32 years. For 11 years, Allan was involved primarily with the Employee Assistance Program (EAP) and Labour Education in Canada and the United States. Part of Allan's commitment of promoting union involvement within the community was to go into the high schools to talk with the students regarding health and safety issues in the workplace. He is a graduate of the University of Massachusetts in Labor Administration.

David Michaels

Assistant Secretary of Labor for Occupational Safety and Health

David Michaels is an epidemiologist and a nationally recognized leader in the scientific community's efforts to protect the integrity of the science on which public health and environmental policies and regulation are based. Before coming to OSHA on December 9, 2009, he was Professor of Environmental and Occupational Health at the George Washington University School of Public Health and Health Services, directing the department's Project on Scientific Knowledge and Public Policy. From 1998 to 2001, Dr. Michaels served as Assistant Secretary of Energy for Environment, Safety and Health. In that position, he was the chief architect of the Energy Employees Occupational Illness Compensation Program, the historic initiative to compensate nuclear weapons workers who contracted occupational illnesses as a result of exposure to radiation, beryllium and other hazards. Dr. Michaels is the author of many scientific and policy publications, including *Doubt is Their Product: How Industry's War on Science Threatens Your Health* (Oxford University Press, 2008). He is a graduate of the City College of New York, and holds a Master in Public Health and PhD from Columbia University.

SPEAKERS (continued)

Rafael Moure-Eraso

Chairperson, US Chemical Safety Board

Rafael Moure-Eraso was nominated by President Barack Obama to the U.S. Chemical Safety Investigation Board in March 2010 and confirmed by the Senate in June 2010. Prior to his appointment, Mr. Moure-Eraso served as a Professor and Graduate Coordinator for the Department of Work Environment in the School of Health and Environment at the University of Massachusetts Lowell, where he has been Chair of the department for the last five years and a member of the faculty for 22 years. In 1994-95, he held an Intergovernmental Personnel Assignment at the U.S. Department of Labor as a special senior advisor on the prevention of chemical exposures to the Assistant Secretary for Occupational Safety and Health (OSHA). Prior to joining the University of Massachusetts Lowell, Dr. Moure-Eraso served for 15 years (1973-1988) as an Industrial Hygienist Engineer with the national offices of two international unions: the Oil Chemical and Atomic Workers (OCAW) and the United Automobile Workers (UAW). He holds B.S. and M.S. degrees in Chemical Engineering (University of Pittsburgh '67, Bucknell University, '70) and an M.S. and Ph.D. in Environment Health (Industrial Hygiene) (University of Cincinnati '74, '82). He has been a Certified Industrial Hygienist for Comprehensive Practice (CIH) since 1985.

Mike Wright

Director, Health Safety & Environment Department, United Steelworkers

Mike Wright is the Director of Health, Safety and Environment for the United Steelworkers. He joined the union as an industrial hygienist in 1977 and became the department head in 1984. He has an engineering degree from Cornell and a master's degree in environmental health sciences from Harvard. Prior to joining the USW, he worked as a political organizer around occupational safety and health issues in Massachusetts and was a founding member of the Massachusetts Coalition for Occupational Safety and Health. Since Mike began with the USW, the staff of the health and safety department has grown from 5 to 29 (including the Tony Mazzocchi Center), and the department has added environmental issues to its duties. It is now the largest union health and safety department in North America. The department currently does several hundred accident investigations and other plant visits a year, works to achieve progressive health, safety and environmental legislation and regulation, assists in negotiating new contract language, and produces extensive printed and web-based education materials. An average of 50 USW members and community residents are in a Tony Mazzocchi Center class every day. Mike also has been a member of numerous government and intergovernmental organizations and working groups, including some at the United Nations, and has worked with unions in Latin America, Asia, Africa, Eastern Europe and Russia.

2012 United Steelworkers Health, Safety & Environment Conference Facilitators & Staff

Lorie Anderson	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Nashville, TN
Rick Arends	USW, District 11, Local 264, Worker/Trainer, Recording Secretary and Health & Safety Chair, Blaine, MN
Johnnie Banks	Chemical Safety Board, Office of Investigations, Washington, DC
Tonya Barnard	USW Health, Safety & Environment Department, Nashville, TN
Gail Bateson	Executive Director, Worksafe, Inc., Oakland, CA
Rene Bellemare	USW District 5 Health, Safety & Environment Coordinator, Quebec
Rose Bezy	USW District 10, Local 1557, Vice-President, & Health & Safety Chair, Monongahela, PA
Dave Bianco	EMT-P, Owner/Instructor, CPR Simplicity, LLC, Pittsburgh, PA
Rich Blake	Loyola University Phd. 2013 Graduate, Baltimore, MD
Shawn Bobb	H&S Specialist, Health & Safety Department, Public Employees Federation; USW Local 9265, Albany, NY
Sylvia Boyce	USW Health, Safety & Environment Department, Toronto, ON
Charlotte Brody	Director of Chemicals & Green Chemistry, Blue Green Alliance, Minneapolis, MN
Calvin Bozeman	TOP Representative, USW Local 9-675, Guin, AL
Mike Browning	Training Specialist for Mine Safety & Health Administration (MSHA), US Department of Labor, Summerville, WV
Steve Cable	USW Health, Safety & Environment Department/Tony Mazzocchi Center, St. Louis, MO
David Cassady	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Fincastle, VA
Frank Condell	USW District 10, Local 9305, Worker/Trainer SERT, Ellwood City PA
Linda Cook	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Bradford, PA,
Ted Comick	IUE-CWA Local 201, Chair, Union Health and Safety Committee, Lynn, MA
Ron Corbeil	USW District 3 Health, Safety & Environment Coordinator, British Columbia
Bill Crooks	USW District 1, Local 7L, Treasurer & District Health, Safety & Environment Advisor, Akron, OH
Leslie Dillon	USW District 13, Local 1, TOP Representative, BP, Worker/Trainer, Texas City TX
Steve Doherty	USW District 2, Local 1096, Financial Secretary & Health & Safety Coordinator, Green Bay, WI
Steve Donovan	USW District 2, Local 1077, Worker/Trainer and Local Union President, Monroe, MI
Peter Dooley,	Safety & Health Consultant, Labor Safe, (retired) UAW Health & Safety Department, Dexter, MI
Billy Edington	USW District 9, Local 288, Rapid Response Coordinator & Executive Board Member, Rockwood, TN
Rick Engler	Director, New Jersey Work Environment Council (WEC), Trenton, NJ
Glenn Erwin	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Washburn, MO
Bobby Espinoza	USW District 12, Local 12, President, SERTS and USW/TMC Worker/Trainer Carlsbad MN
Candy Falk	Worker/Trainer, TOP Rep, SCA North American Tissue, Neenah, WI

Facilitators & Staff (continued)

Don Faulkner	USW Health, Safety & Environment Department, Pittsburgh, PA
Anna Fendley	USW Health, Safety & Environment Department, Pittsburgh, PA
Mark Fickman	USW, Health, Safety & Environment Department/Tony Mazzocchi Center, Pittsburgh, PA
Debbie Fisher	IUE-CWA Local 84755, Dayton, OH
Jim Frederick	Assistant Director, USW Health, Safety & Environment Department, Pittsburgh, PA
Edward Fries	Lead Physical Scientist, NIOSH National Personal Protective Technology Laboratory, Pittsburgh, PA
David Fry	District 12, Local 652, Idaho Falls ID, USW/TMC Worker/Trainer
George Gavalla	President, Triad Railroad Consulting, LLC, Norwich, CT
Mike Gill	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Pittsburgh, PA
Manuel Gomez	Director, Office of Recommendations, US Chemical Safety & Hazard Investigation Board, Washington, DC
Stephen Gregory	National Account Manager, Engineer, Cooper Bussmann, Lawrenceville, GA
Mark Griffon	Board, US Chemical Safety & Hazard Investigation Board, Washington, DC
Lee Hager	Hearing Specialist, 3M Occupational Health and Environmental Safety, St. Paul, MN
Laura Harle	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Nashville, TN
Robert Harris	CWA Local 9588, Colton, CA
Al Hedd	USW Health, Safety & Environment Department, Toronto, ON
Jim Howe	President, Safety Solutions, (retired) UAW Assistant Director of Health & Safety, Medford, OR
Bill Hoyle	Senior Investigator, , US Chemical Safety & Hazard Investigation Board, Washington, DC
Bud Hudspith	UNITE, Health & Safety Advisor, London, England, United Kingdom
Nancy Hutchison	Secretary-Treasurer, Ontario Federation of Labour, Toronto, ON
Jake Jiron	USW, District 12, Local 9477, Worker/Trainer and Health & Safety Committee Member, Carlsbad, NM
Charles Kernaghan	USW, Director, Institute of Global Labor & Human Rights, Pittsburgh, PA
Bill Kojola	Industrial Hygienist, Department of Safety & Health, AFL-CIO, Washington, DC
John Kowal	Field Application Engineer, Electrical, Cooper Bussmann, Lawrenceville, GA
Michael Kovacic	Electrical Safety Specialist & President of TMK and Associates, Inc., Chardon, OH
Wes Kraus	USW District 2, Local 2-116, Local Vice President and H & S Committee, Nekoosa, WI
Mary Krutz	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Pittsburgh, PA
Dave LeGrande	Director, Health & Safety Department, Communication Workers of America, Washington, D.C.
Les Leopold	Executive Director, The Labor Institute and The Public Health Institute, Montclair, NJ
Nancy Lessin	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Boston, MA
Bruce Lippy	President, The Lippy Group, LLC, Baltimore, MD
Matt London	H&S Specialist, Health & Safety Department, Public Employees Federation; USW Local 9265, Albany, NY

Facilitators & Staff (continued)

Marsha Love	Program Development Manager, Illinois Education and Research Center, School of Public Health, University of Illinois, Chicago, IL
Connie Mabin	USW, Director, New Media Department, Pittsburgh, PA
Steve Markowitz	Director of the Center for the Biology of Natural Systems, Queens College, New York, NY
Jessica Martinez	National Council for Occupational Safety and Health (COSH)
Kathy McCandless	USW District 9, Local 90, Vice President and negotiating Team, Rockford TN
Mark McDonald	USW District 4, Local 135, Health & Safety Representative, Williamsville, NY
Allan McDougall	USW Emergency Response Team Coordinator, Pittsburgh, PA
Tom McQuiston	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Chapel Hill, NC
John Meitner	Hearing Specialist, 3M Occupational Health and Environmental Safety, St. Paul, MN
Mary Millspaugh	USW District 7, Local 154, H&S Committee Chair, Paper Rap Study, Montezuma, IN
Celeste Monforton	Professional Lecturer, George Washington University, School of Public Health, Department of Environmental & Occupational Health
Chris Naas	Worker/Trainer, Health, Safety & Environment Representative, Barlow KY
Kim Nibarger	USW Health, Safety & Environment Department, Pittsburgh, PA
Mike Nord	CWA Local 7804, Tacoma, WA
Jim Novak	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Cornell, WI
Michael Fraser O'Brien	USW, District 6, Local 6500, Musician and Health and Safety Activist
Tom O'Connor	Coordinator, National Council for Occupational Safety and Health (COSH), Raleigh, NC
John Oudyk	Occupational Hygienist, Occupational Health Clinics for Ontario Workers, Hamilton, Ontario, Canada
Denise Patel	Campaign Organizer, New Jersey Work Environment Council (WEC), Trenton, NJ
Lew Pepper	Worker Health Protection Program, Queens College, N.Y., N.Y.
Duronda Pope	USW Emergency Response Team, Pittsburgh, PA
Herman Potter	USW, District 1, Local 3689, Worker/Trainer, Portsmouth, OH
Mary Beth Potter	USW, District 1, Local 3689, Worker/Trainer, Portsmouth, OH
Amy Powell	USW, District 1, Local 689, BWCS Safety Rep, Financial Secretary and Rapid Response Coordinator, Russell KY
Richard Prete	USW, District 12, Local 338, Worker/Trainer and District Health, Safety & Environment Advisor, Spokane, WA
Lonnie Redmond	USW, District 11, Local 307, Target Zero Facilitator, Goodyear, Topeka, KS
Connie Reedy	District 12, Local 369, Richland WA, USW/TMC Worker/Trainer
Charley Richardson	Consultant, USW Membership Development Department, Boston, MA
Johnny Robison	USW, District 13, Local 1329, Safety Officer, Texarkana, AR
Eileen Rodgers	USW, District 10, Local 9445-01, Worker/Trainer and District Health, Safety & Environment Advisor, Pittsburgh, PA
Steve Sallman	USW Health, Safety & Environment Department, Pittsburgh, PA
John Scardella	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Oswego, NY

Facilitators & Staff (continued)

Kelly Schmidt	District 12, Local 369, Richland WA, USW/TMC Worker/Trainer
Robert Schrock	ERT District Coordinator, Emergency Response Team, Mogadore, OH
Scott Shinn	Respiratory Specialist, Technical Services, 3M Occupational Health & Environmental Safety, St. Paul, MN
Glen Shor	Special Assistant, Office of the Assistant Secretary, Occupational Safety & Health Administration (OSHA), Washington, DC
Geraldine Stella	H&S Specialist, Health & Safety Department, Public Employees Federation; USW Local 9265, Albany, NY
Doug Stephens	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Nashville, TN
Mike Swan	USW, District 4, Local 9436, Worker/Trainer, and District Health, Safety & Environment Advisor, Clarence Center, NY
Rick Swartz	Training Specialist for Mine Safety & Health Administration (MSHA), US Department of Labor, Kittanning, PA
Sharon Thompson	USW Health, Safety & Environment Department, Pittsburgh, PA
Doug Ward	USW Health, Safety & Environment Department, Pittsburgh, PA
Larry Walter	USW/TMC Worker/Trainer, District 12, Local 1199, Cowallis WA
Tim Wehby	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Nashville, TN
Ronnie Westmoreland	USW Health, Safety & Environment Department/Tony Mazzocchi Center, Harriman, TN
Mike Wright	Director, USW Health, Safety & Environment Department, Pittsburgh, PA
Jim Young	National Education Policy Director for the Blue Green Alliance & The Labor Institute, Montclair, NJ

Having a union matters. When it comes to worker safety, a worker without a union is a worker without a voice.

The conditions in which we work, the wages we make, and at what age we can retire, are all connected to those we elect and what laws are being passed or not passed. Our union's **Rapid Response** and **Political Action** programs are an opportunity for union members like you to get involved and to fight for a better future for our families and communities.

Legislative and political work has always been an important function of our union, and in recent years this work has been vital in both fighting **for** better working conditions and **against** attempts to roll back the gains we've made over the years.

An unprecedented attack has been waged upon working people, and union members like you have been fighting back. Nationally we've had to stand up against bad trade, threats to key middle-class sustaining programs like Social Security and Medicare and more. Coast-to-coast, members are fighting back. By flooding state capitols in demonstrations, circulating petitions and organizing recall campaigns, our union has been working to thwart attempts to roll back collective bargaining rights and degrade the health and safety standards in our worksites.

In Ohio, for instance, our union played a key role in collecting more than 1.3 million signatures from Ohioans to reverse legislation the governor had passed that would limit our right to collectively bargain. In Wisconsin, union members like you have been instrumental in months of demonstrations at the state capitol, and in coordinating recall campaigns against legislators that had forced through new laws that would limit your voice at work.

Similar laws have been proposed in states all across America. Each time, these proposals have been met with strong opposition by not only organized labor, but a growing number of community and faith organizations. In a number of other states where it seemed inevitable that anti-worker legislation would become law, we have seen legislators think twice because members like you have challenged them at town halls and in the streets.



Rapid Response is a year-round, non-partisan, grassroots education and mobilization program that allows Steelworker members to stay informed of legislative issues that impact our working lives. Through this education, we have a direct way of knowing what is taking place in Washington and in our state capitols – and what that means to us. Once we have this knowledge, we can act to make a real difference in shaping policy to benefit workers rather than corporate interests.

Rapid Response provides an opportunity for all Steelworker members to have an active part in the legislative process. Every local union should designate a Local Union Coordinator who, along with the President, recruits a Rapid Response Team. The Team members are responsible for distributing InfoAlerts and Feedback Reports, as well as making sure Action Calls are carried out.

How does **Rapid Response** work?

Rapid Response provides the necessary structure to inform every Steelworker member about pending legislation concerning labor and work-related issues.

All information distributed through Rapid Response identifies the issue, as well as its effect on workers, and their families. When the timing is right, action is requested. After the action is complete, feedback is given. The following are the three key informational pieces:

InfoAlerts — InfoAlerts inform members of relevant issues and legislation. Rapid Response Team Members in the workplace should distribute this information and discuss it one-on-one with other union members.

Action Calls — When action is needed on an issue that affects workers, an Action Call is sent. Action Calls may ask members to write a note, make a phone call or to take other steps to inform legislators of our position on issues.

Feedback Reports — When an action is completed, a Feedback Report is sent out. This report explains the results of the action, including how legislators voted on certain issues and whether or not they supported our position.

Rapid Response information is shared through fax and email. We also text action requests and information. To sign up for emails or faxes, visit the Rapid Response website at www.uswrr.org. To sign up for texting, text uswrapid to the number 69866. You can stop at any time. Standard rates apply.

For more information on Rapid Response, contact your Local Union Rapid Response Coordinator or call 412-562-2291. We are also available on the internet at www.uswrr.org



Political Action

Different from Rapid Response, our Political Action program is heavily involved in the electoral process. In each political cycle our union promotes a pro-worker platform that we use to decide which candidates our union will endorse in local, state and federal elections. What candidates our union decides to endorse depends on how closely each candidate's platform matches up with our union's most important concerns.

Primarily, our focus is on jobs, healthcare, the right to collectively bargain, workplace safety and health conditions and retirement security (Social Security, pensions, etc.), as well as legislation that our union has endorsed, such as Buy American and the Employee Free Choice Act.

Our union takes political endorsements seriously. We endorse candidates who pledge to work for a better future for our membership and families. The continuing concentration of wealth in the hands of a few and the growing impoverishment of the many have dampened the hopes for the American Dream for a great number of working men and women. Our union believes it is imperative that we maintain a strong middle class.

The right to form a union is one of the most basic rights that workers are entitled to, but this freedom remains under constant attack from a great many employers and political enemies. We remain steadfast in the belief that health care is a human right, not a privilege for the wealthy. We believe that all workers should be entitled to affordable medical coverage. Our union will fight for three principles of health care: universal coverage, cost control and comprehensive coverage.

Public sector workers, which our union represents in hospitals, schools and elsewhere, provide valuable services in our communities. However, they have recently been the first targets when state or local governments experience financial difficulties. Allegations of overcompensation and overly generous benefits abound, yet studies show that public sector workers are, in fact, undercompensated for their work. Recently, even the right to collectively bargain has been taken away from public employees in some states. Their fight is our fight, and our union will not tolerate an agenda that pits worker against worker, and degrades the pay, benefits and protections of both public and private sector employees.

Based on these beliefs, our unions make endorsements and work tirelessly to elect candidates that we believe will stand on the side of working families like ours.

In the weeks and months leading up to Election Day, union members like you volunteer in many ways — by talking to coworkers, participating in block walks and phone banks and passing out literature at the worksite. These efforts are crucial in making sure that the issues affecting working people are at the forefront of every election. Having members visible in the community talking about jobs, wage inequality and the like, puts pressure on candidates that are running for office to not disregard the concerns of working families.

For more information on how you can get involved in your union's Political Action program, call 866-836-5103 or visit our website at www.usw.org/political

STAY CONNECTED

Social Media is a conversation that is powered by tools like Facebook, Twitter, Flickr and Youtube. It is the easiest and most effective way for your union to stay connected to you. This conversation is fun, vibrant, compelling, and full of insight, but only if we choose to join.

CONNECT WITH OUR CONVERSATION,
BY VISITING THE USW ON:



FLICKR

WWW.FLICKR.COM/UNITEDSTEELWORKERS



FACEBOOK

WWW.FACEBOOK.COM/STEELWORKERS



YOUTUBE

WWW.YOUTUBE.COM/STEELWORKERS



TWITTER

WWW.TWITTER.COM/STEELWORKERS

**STAND
UP
FIGHT
BACK!**

STATEMENT OF POLICY ON SEXUAL HARASSMENT

INTRODUCTION

The United Steelworkers wants to provide a harassment free environment at all International USW workplaces and activities.

We have democratically passed tough, meaningful policies on harassment at our Conferences and Conventions and negotiated such policies to protect our members. They are not just words. We take them seriously.

In addition to cooperation and understanding, mutual respect must be the basis of interaction among trade unionists.

The USW will neither tolerate nor condone behavior from its employees or from others doing business on USW property, such as vendors, that is likely to undermine the dignity or self-esteem of an individual, or create an intimidating, hostile or offensive environment.

One form of harassment that is particularly demeaning and intimidating is sexual harassment and the following policy shall apply to allegations of such harassment

SEXUAL HARASSMENT POLICY¹

Sexual harassment is not a joke. It creates feelings of uneasiness, humiliation and discomfort. It is an expression of perceived power and superiority by the harasser over another person. There are two principles fundamental to the trade union movement: human rights and solidarity. Sexual harassment strikes at the heart of both.

Sexual harassment is also illegal discrimination in both the United States and Canada. It is commonly defined as:

- (1) **Unwanted sexual attention** of a persistent or abusive nature, made by a person who knows or ought reasonably to know that such attention is unwanted; or
- (2) **implied or expressed promise of reward** for complying with a sexually oriented request; or
- (3) **implied or expressed threat or reprisal**, in the form either of actual reprisal or the denial of opportunity, for refusal to comply with a sexually oriented request;
- (4) **sexually oriented remarks and behavior** which may reasonably be perceived to create a negative, intimidating, hostile or offensive environment. Unwanted sexually directed behavior can include:

- assault
- physical abuse (touching, pinching, cornering)
- verbal abuse (propositions, lewd comments, sexual insults)
- visual abuse (display of pornographic material designed to embarrass or intimidate).

Some forms of harassment may not violate the law. For example, harassment allegations concerning an International employee and a Local Union member would normally not affect the member's employment or working environment. But such harassment does violate the basic principles of the union. The USW considers sexual harassment of any kind a serious offense. Complaints of harassment in the workplace and at USW activities will be investigated.²

This policy is based upon a desire to mediate resolutions of

complaints in an amicable and non-adversarial manner. Because, in most cases, the individuals involved are both members of our union, emphasis will be placed on resolving complaints informally in the first instance.

Where such resolution is not possible, a formal complaint can be processed. A substantiated complaint will result in appropriate action, up to and including termination of employment for USW employees. All complaints will be handled in a confidential manner and all formal complaints should be directed to the International President.

In addition to the contractual complaint and grievance provisions governing USW employees, the International has established a Committee on Sexual Harassment composed of representatives from both exempt and non-exempt employees of the International Union. This Committee will be responsible for developing an educational program on sexual harassment for all USW employees and for recommending procedures for responding to informal complaints under this policy.

The Committee will also provide for the investigation of any complaints referred to it by the International President.

Adopted this 17th day of June, 1992 by the USWA International Executive Board.

¹*This policy covers USW International employees in the United States and Canada. It does not apply to USW members generally since they are covered by policies established by their employers. However, USW members can request investigation of a claim of sexual harassment by a USW employee under this policy. The policy also does not cover Local Union officers and Local Union employees. However, Local Unions are encouraged to adopt similar policies. The policy does apply to the conduct of others doing business on USW property, such as vendors.*

²*This includes complaints about conduct by Local Union officers or members against other members where that conduct takes place at International USW Junctions. In such cases, the Local Union will be notified of the results of the investigation so that appropriate action can be taken by the Local Union.*

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Five Gateway Center
Pittsburgh, PA 15222

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PROCEDURE FOR HARASSMENT COMPLAINTS

If you believe you are being harassed, act immediately:

1. If possible, make it clear that you do not welcome such behavior. You can do so either on your own or with the assistance of a friend.

Make clear that you will pursue the matter if the behavior continues.

2. If the inappropriate behavior persists, and you are unwilling to approach the harasser directly because of the impact the action(s) may have on you, you should contact the designated representative(s) for this event. (Name and number listed below):

Jim Frederick, Assistant Director, USW Health, Safety and Environment Department

Nancy Lessin, USW HSE/TMC Department

Ronnie Westmoreland, USW HSE/TMC Department

3. All are staying at Westin Convention Center Hotel and can be contacted through the hotel.

4. Or, you should contact either the International President's Office or the Civil Rights Department, and the matter will be handled in accordance with the USW Harassment Policy on the reverse side of this sheet.

All complaints will be treated confidentially.



United Steelworkers

Five Gateway Center
Pittsburgh, PA 15222



STEELWORKER STORE



The Steelworker Store has new items you must see! Show your *Steelworker Pride* by wearing blue and gold. Be sure and watch for our monthly sales.

*All purchases are Duty Free. However, GST at 7% will be added to all orders shipped to Canada and PST at 8% will be added to all Canadian orders shipped to a residential area address.

Visit www.usw.org or www.usw.ca today!

For Health, Safety &
Environment Conference
Participants

The Steelworkers Store will be
open at International

Wednesday, March 7

5:00 – 6:00 pm

And

Friday, March 9

12:30 – 2:00 pm

The Westin Convention Center Pittsburgh

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Phone (412) 281-3700 • Fax (412) 227-4500





